

*What Do Employees Say They Most Want or Expect From a Mentor?*

When employees are asked what they want or expect from a mentor, typical responses include:

- Encouragement
- Support
- Honesty
- Confidentiality
- Advice
- Suggestions
- Assistance in making “good” choices
- Information on opportunities available
- Help in defining and reaching goals

# Be A Mentor



*You Can Make a Difference!*

**For more information,  
contact the CCLD  
Administrator:**

**Shirley J. Beyer, 269-2302  
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**CIVILIAN**

**CAREER**

**LEADERSHIP**

**DEVELOPMENT**

## Mentor Program



*Marine Corps Air Station  
Yuma, Arizona*

*Mentoring is a process, which links an experienced person with a less experienced person to foster career development and professional growth.*

Individuals who volunteer to participate in the CCLD Program complete a 360-degree assessment tool. Based on the strengths and weaknesses that are reflected from the 360 results, the participant works with a mentor to create an Individual Leadership Development Plan (ILDLP). The ILDP includes training and other developmental activities that can assist the participant in increased proficiency.

Mentors should be one or two grades senior to the participant, and cannot be their first or second-level supervisor.

### URewards for the Mentor

- Satisfaction of fostering growth
- Pride in achievement of another
- Opportunity to practice skills
- Learning Experience

### Rewards for the Employee

- Builds confidence
- Enhances career satisfaction
- Increases opportunities
- Helps achieve competency

### Benefits for the Marine Corps

- Employee development
- Networking
- Improved performance
- Information flow
- Transfers organizational values

### The Ideal Mentor Is:

- Trustworthy
- Knowledgeable
- Respected
- Experienced
- Caring

**Mentors may be Marines or Civilians. If you would like to participate in our Mentoring Program, please call the CCLD Administrator, Shirley Beyer, at 269-2302.**